

**United Educators of San Francisco
Executive Board**
Wednesday, May 4, 2005, 4:00 p.m.
Official Minutes

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1. Roll Call..... Roberto Michel, Sergeant at Arms
 2. Minutes Susan Solomon, Secretary
- M/S/C to approve the minutes of the April 6, 2005, Executive Board meeting as presented.
- Financial Report**..... Elaine Merriweather

The Budget Committee made some revisions which Sister Merriweather reviewed. In response to a question, UESF has sent more members to conferences, not conventions, in the past two years than in recent years. M/S/C to approve the revised budget. M/S/C to move into COPE. The new COPE dues are not yet reflected in the budget. M/S/C to accept the COPE report. M/S/C to move out of COPE.

M/S/C **President's Recommendations for Expenditures** Dennis Kelly

1. Retroactive: African American Issues Conference.....\$118.40
(Los Angeles – Airfare only)
2. Juneteenth Quarter page ad.....\$200.00
3. May 11 Rally\$500.00
4. May 25 Rally\$3,000.00
5. CTA Regional Leadership Conference October (2@\$250).....\$500.00
6. TACT Scholarship Dinner (10@\$40.00)\$400.00

Recommendations for COPE Expenditures

M/S/C to move into COPE.

1. M/S/C Contribution for Sharon Johnson for Health Services Board\$500.00

M/S/C to move out of COPE.

Special Order of Business

1. UESF Principles for School Reform..... Cynthia Lasden

Sustainable school reform can only be achieved with the full cooperation of all stakeholders: parents, students, educators and administrators. There is no single blueprint for school reform. Each diverse school community should decide which reform model fits best, and adjust it to most meet its communities' unique needs. We therefore offer the following principles for creating successful schools for all SFUSD students.

Consultation and Cooperation Among All Stakeholders:

- Historically, reconstitution has failed to transform at-risk schools. It removes valuable stakeholders – educators – from the reform process. NO RECONSTITUTION or teacher reapplication.
 - All stakeholders – parents, educators, students and administrators – must be active participants in school design and reform.

- Both current parties to the Consent Decree – SFUSD and the NAACP – should consider UESF a partner in meeting desegregation and academic achievement goals.
- Research on effective reform must be reviewed and utilized.
- District-wide data on student achievement must be reviewed by SFUSD, UESF and other key stakeholders BEFORE implementation of any site-level reform effort.
- The SFUSD-UESF contracts should outline protocols regarding school site redesign.

Sufficient Resources and Support For a Healthy School Community:

All sites need adequate public funds for:

- Appropriately credentialed teachers and paraprofessionals; literacy, technology, art, music, health and PE teachers
- Nurses, social workers, counselors, librarians, and core substitutes
- Books, supplies and the maintenance of a safe and inviting environment
- Programs to meet the needs of all students, including: early intervention, GATE, AP, remedial, vocational and elective classes
- Release time for collective planning and collaboration
- Quality childcare, parenting classes, translation services and adult education

Accountability For All Stakeholders:

Sustainable school reform is built on respectful relationships. For each school site an open process with clear timelines and definitions of responsibility among stakeholders is necessary, including:

- SFUSD central administration should:
- Honor the will of the educators and parents at each site
- Use data other than high stakes testing to assess school and student success
- Provide the resources necessary to each site
- The Board of Education should provide clear policy direction to school administration.
- Educators should implement standards-based instruction to meet the needs of all students.
- Students should take responsibility for their own learning.
- Parents should be accessible partners to their children and to teachers in the learning process.

The above principles, which include some changes to reflect the suggestions made at April’s Executive Board meeting, were reviewed. Brother Kelly described a meeting with school board members about UESF taking responsibility for school reform; these principles were included in our packet.

2. Contract Organizing Team Darcie Chan Blackburn

Sister Blackburn described how the May 11 rally is being organized, including an information table, monitors, runners, and flyers. The committee developed a flyer for the general public. Support needed: as many monitors as possible (a minimum of 30) to distribute and pass out flyers. Jocelyn Won will be conducting a training at 3:30 on the steps of the CPUC, McAllister and Van Ness. Blank UESF picket signs are available. Sister Won is looking into providing school buses for teachers far from downtown.

Resolutions

- 1. M/S/C as amended PTSA Observer at NegotiationsDennis Kelly

Whereas UESF appreciates the interest of the PTSA in UESF/SFUSD negotiations; and
Whereas the balance between the district and union can be imperiled by even the most well-intentioned neutral party;

Therefore Be it Resolved that:

UESF regretfully declines the request of the PTSA to be involved in negotiations; and

The Executive Board directs the presidents to write a letter to the PTSA, stating that we are interested in their monitoring, in reporting to them and being receptive to their interest.

We have offered to pass on information to parent bodies, such as to Parents for Public Schools, about what the issues are.

M/S/F to postpone voting on this motion.

Several members, including bargaining team members, spoke about their reservations about having observers present. It was pointed out that there are other parent groups besides the PTSA. Observers would not be bound by the same rules of confidentiality as the negotiating parties. There were concerns that we express ourselves respectfully to parents.

- 2. M/S/C Resolution for Retirees.....Dennis Kelly

The United Educators of San Francisco, in the Executive Board meeting assembled on May 4, 2005, expresses its gratitude, thanks and appreciation for the many years of meritorious and faithful service to the students of the San Francisco Public Schools of our retirees.

This resolution will be incorporated into the wording on certificates for retiring members.

Reports

- 1. President’s ReportDennis Kelly

Large numbers of people are needed for the May 11 demonstration. Some schools are having sign-making parties for the event.

Brother Kelly has heard that there are no buses available in the Bay Area left to use for riding to Sacramento for the May 25 rally.

There was a meeting with Brad Stamm, Deborah Sims and Tom Ruiz regarding our interest in UESF providing the reform model for one school. At this point, plans are very preliminary. The district knows we are interested. We have talked with CTA and CFT about available resources.

Parcel tax: Superintendent Ackerman has said funds could be used for “differentiated pay,” which is code for merit pay. There was an exploratory meeting about whether we will be involved. Bradley Reeves, Karen Zapata, Ken Tray, Linda Plack and Dennis Kelly represented UESF. Tom Ruiz and Brad Stamm were there, which was surprising since the superintendent’s representatives were not expected. They need us for polling, but until the issue of differentiated pay is cleared, we cannot go along. There are different kinds of differentiated pay, not all of which are bad, but until and unless it is clarified, we cannot go further. The purpose of the parcel tax was supposed to address concerns about equitable pay for teachers in San Francisco. Parcel taxes, unlike most other taxes, can be used for salaries.

San Francisco Bay Guardian article: Education Code regulations stipulate that a school board can only vote on a pay raise for a county superintendent at a regularly scheduled

meeting. Ackerman's recent raise was voted on at a special meeting. There is no legal testing of this provision. Copies of the article were distributed. If a writ of mandamus is granted, all that was voted on would have to be paid back, at a value of \$400,000.

2. Executive Vice-President..... Linda Plack

The UESF constitution describes the responsibilities of the Personnel Committee, including an executive session personnel report. A "Personnel Committee Report to Executive Board" was distributed. Sister Plack and Brother Kelly have regularly scheduled meetings with staff. They have had occasion to reprimand individual staff members, including a written reprimand, which was later withdrawn upon improvement in performance. A copy of the Hudson report and Weekly Staff Report were included in the packet, and Sister Plack explained their use. Nancy Roth will be retiring soon after almost ten years of service with UESF.

Recommendation: Write a letter/certificate to Ms. Roth, thanking her for her years of service, and invite her to our end-of-year dinner honoring retirees.

M/S/C the following Personnel Committee recommendations:

- a) Accept Nancy Roth's notice of retirement.
- b) Hire Diane Hirasuna full time.
- c) Proceed with hiring part time workers to cover summer school.
- d) Replace Mitch Oster in MSS position, as he is resigning.
- e) Close the staff retirement fund, replace it with a 401k and pay Rosemary Gregorio \$1000 for her work with the retirement fund.

The summer school and MSS positions will be posted.

Errors in calendar: August 23, 3:00 for Personnel Committee, at the office. Special Education Committee meeting is not on a Saturday.

The next Board of Education meeting will be at Everett, a larger venue.

On Monday, May 9, 4:00 p.m., there will be an open hearing in the Board of Supervisors' chambers about Dream Schools. Anyone can attend.

3. Vice-President (Paraprofessionals).....Bradley Reeves

- a) After April 12, the district sent out letters to paras about layoff and consolidation. UESF saved 13 jobs due to errors. Currently, there are 64 on layoff list.
- b) Paraprofessional contract negotiations: Provisions for a sick leave bank and for a para apprenticeship program were agreed upon.

We submitted proposals for core para substitutes. Over half of calls for para substitutes go unfilled. The district has not responded yet. A common complaint from special education teachers is that only S10s get substitutes, not N10s.

We are trying to create a mandated, better course of professional development for paras. There has been no mandated training for special education paras. Deborah McKnight echoed our sentiments at a meeting.

The special education meeting last Thursday had a good turnout. There are very good proposals coming from the committee. There will not be negotiations about special education on May 6 as planned. No alternate date has been set yet.

We submitted contract language and an evaluation sheet for highly-qualified status for paras under NCLB. The hope is that the district will reconsider.

Next Tuesday, SEIU and UESF will jointly present a resolution for commendation to the Board of Education and Board of Supervisors in recognition of Classified Workers Week.

Brother Kelly reported that UESF received a report from an administrative law judge on certificated layoffs. District admitted to errors in the numbers of layoff notifications, and that they neglected to send out 75 administrative layoff notices. The district asked that probationary teachers at Dream Schools be skipped over for layoffs. The administrative law judge disallows that, commenting that those positions should be available for senior employees to bump into.

4. Vice-President (Substitutes).....Sandra Mack

The issue of keys being available to substitutes continues to come up. Negotiations: one day has been devoted to substitutes; talks will continue on May 6.

5. Retired Division..... Gerry Meister

- a) \$500 was given to “Protect our Benefits” to support Sharon Johnson.
- b) Ballots for the Health Service System went out to some members a week early.
- c) Correction: The Retired Division meeting is the 19th. They will be losing their meeting space at the George Meany Center on Geary.

6. COPE.....Ken Tray

- a) We have a newfound relationship with Assemblyman Leland Yee; his office has taken up the cause of the 45 teachers who stayed in city retirement, whose benefits are less than they would be with STRS.
- b) COPE representatives will be meeting with Carole Migden to press our agenda. She is a public school supporter, but we want to make sure she knows the issues.
- c) There will be a lobbying meeting with Yee on May 25; there will be about 35 participants from various unions.
- d) Eric Mar, Tom Ammiano and other supervisors are expected to speak on May 11. The mayor was invited. There will be commendations and resolutions too.

7. Social Committee Susan Solomon

Reminder: UESF’s end-of-the-year party honoring retirees is on May 20 at the Irish Cultural Center. To get an educator’s discount for the San Francisco Opera, a union card can now be used as proof.

8. Grievance Committee..... Mitch Oster

M/S/C to accept the Grievance Committee’s recommendation to take case 0405 to arbitration.

M/S/C to accept the Grievance Committee’s recommendation not to take case 0405-11A to arbitration.

9. Staff Reports

Mary Anne Ahtye: The field staff and officers are visiting schools that will be closed. Golden Gate Elementary School staff members want 2 days for visiting their new school sites, and 1 day for packing up. UESF has asked for movers for them. They also want a commendation from the superintendent for their good work. UESF has requested that a union monitor sit with Angie Sagustume to make sure she does consolidations correctly.

Eric Hall: a) Second-step meeting regarding Dream Schools case. Argument: Since the district is relying on Article 39 (consent decree), it includes language about best-qualified; some Dream Schools do not have themes yet, so how can best-qualified staffing requirements be met? At schools that already have a theme, those who have implemented it would be best-qualified to do the work.

There is a possibility that the method of how consolidations assignments are made is to be changed for the better.

10. Divisional Committee Reports

- a) Middle School Marilee Hearn
 - i) High Point/reading intervention program. There will be a committee established to evaluate its effectiveness. It needs to be established whether giving up electives is worth it.
 - ii) Placement for frequently-suspended students. ISO Jeannie Pon says there is not enough funding, but Diane Meltesen always said there was.
 - iii) Concern with self-mutilation/cutting: It is a group activity; students get together to do it and talk on the phone about it. Hearn raised the importance of raising awareness among parents and staff.
 - iv) Special education class coverage: There is a class at Marina that has not had a regular teacher all year. What is the district doing specifically to recruit special education teachers? was the question posed to Pon. The committee asked that she report back, and wants a survey about how widespread the problem of coverage is.
 - v) Training for paras in special education classrooms. The committee is requesting a return to a para-to-teacher type program. This program does exist, but it is not enough to fill the need. Brother Reeves: the hope is the apprenticeship program will help.
 - vi) The committee is still waiting on data about numbers of preps teachers have.

Tentative meeting of division chairs and officers: May 26.

- b) Child Development Betty Robinson-Harris

The school board meeting next Tuesday may determine the viability of the CDP. The cuts that CDP Director Jay Wang is recommending: eliminate site managers at elementary schools; morning bussing; school-age snack; house parent positions. The rent at the Presidio Child Development Center is \$10,000/month, and \$100,000 for maintenance, but he is making no recommendations to close it.

- c) High School Claire Merced

There is a meeting scheduled with ISO Frank Tom tomorrow. Issues that will be addressed:

- i) WSF and policies
- ii) Newcomer High school: the physical plant has serious problems.
- iii) Thurgood Marshall High School: there are so many issues. It is unclear as to whether the principal will be returning next year.
- iv) World languages, adoption of textbooks: no one is doing the work, so materials are outdated.
- v) Drivers' education and swimming requirements are unclear.
- vi) Proposition A: What is the process being used to hire architects? No presentation during the day to teachers; only at night to SSCs. There are millions of dollars in renovations planned, but no plans about moving classrooms and equipment.

- d) Elementary School..... Susan Solomon

Suddenly, students are being told they must pay for full or reduced-fee lunches if their family income warrants it. This has not been enforced all year. Sister Robinson-Harris suggesting urging parents to go to board meeting, as this lunch issue probably is coming up as a result of the budget report.

New UESF tee shirts will be in tomorrow. Call in your order to the office. They will be available on May 11 too.

Good of the Order / Announcements

The San Francisco Human Rights Commission has found that Badlands Bar has been discriminating on the basis of race. There will be a demonstration on Saturday at 10 pm.

Adjournment at 6:30 p.m.

Respectfully submitted,
Susan Solomon